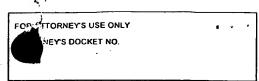


DECLARATION AND FOWER OF APTORNEY U.S.A.



ALL PATENTS, INCLUDING DESIGN FOR APPLICATION BASED ON PCT; PARIS CONVENTION; NON PRIORITY; OR PROVISIONAL APPLICATIONS

As a below manifed inventor, I declare that my residence, post office address and citizenship are stated below next to my name, the information given herein is true, that I believe that I am the original, first and sole inventor (if only one name is fisted at 201 below), or a first and joint inventor (if plural inventors are named below at 201-203, or on additional sheets attached hereto) of the subject matter which is claimed and for which patent is sought on the invention entitled:

"A performance management system"

101]	"A performan	се тападет	ent system"					
<u> </u>	┨	which is described and claims	ed in:	PCT International Application I	No.			filed	
ŀ		\Box	the specification in appl				filed		
102		x the attached specification		No. (if applicable) a	and				
L	J			amended on					
I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to at I acknowledge the duty to disclose information which is material to patentability as defined in Title 37, Code of Federal Regulations, §1.56. I hereby claim foreign priority benefits under Title 35, United States Code, §119 (a)-(d) of any foreign application(s) for patent or inventior's certificate tisted below and ha								application for patent or	
		inventor's certificate having a filling date before that of the application on which priority is claimed:							
		Prior Foreign Application(s) 990665		Ireland		03/08/99		$\overline{\mathbf{x}}$	
		(Number)		(Country)		(Day/Month/Year Filed)		Yes	No C
	7	(Number)		(Country)		(Day/Month/Year Filed)		· Yes No	
,		(Names)		:				ПП	
103				· .				Vas	
		(Number) (Country)			(Day/Month/Year Filed)		Yes	No	
	\$	I hereby claim the benefit under Title 35, United States Code, §119(e) of any United States pro			States provisional appli	cation(s) listed below:			
104	1	Application No. Filing Date		Filing Date		Application No.		Filing Date	•
105		poplication in the manner pro	ovided by the first parage to between the filing date	raph of Title 35. United States (es application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States ode, §112, I acknowledge the duty to disclose information which is material to patentability as defined in Tale 37, Code of Federal Regulations, altional or PCT international filing date of this application: Pending International Application				
<u> </u>	Jū					(Status: patented, pending, abandoned)			
		No.)							
POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys (Registration No.) to prosecute this application, receive and act and transact all business in the Patent and Trademark Office connected therewith. HARVEY B. JACOBSON JR. (20,851); D. DOUGLAS PRICE (24,51); JONATHAN L. SCHERER (29,851); IRWIN M. AISENBERG (19,007); WILLIAM SCHERER (29,851); IRWIN M. AISENBERG (19,007); WILLIAM DIRECT TELEPHONE CALLS TO: (please use Attomey's Docket No.) (202) 638-6666								0,007); WILLIAM E. PLAYE	I CLARKE HOLMAN
				LIABILITY COMPANY TREET N.W. DC. 20004		JACOBSON, PRICE, HOLMAN & STERN PROFESSIONAL LIMITED LIABILITY COMPANY			
'inve	₽ ₩	s) name must include at least or	ne unabbreviated first o	í middle name.					
	==	FULL NAME OF INVENTOR . McGLOIN				GIVEN NAME Cathal		MIDDLE NAME .	
_		RESIDENCE &	CITY			STATE OR FOREIGN COUNTRY		COUNTRY OF CITIZENSHIP	
5.5		CITIZENSHIP	Dublin			Ireland		Ireland	
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2		FULL NAME OF INVENTOR *	McGLOIN		1 .	Raymond			
		RESIDENCE & CITY CITIZENSHIP Dublin		_		STATE OR FOREIGN COUNTRY Ireland		COUNTRY OF CITIZENSHIP Ireland	
0 2			POST OFFICE ADDRESS ADDRESS 4A Princes Street South			CITY Dublin 2		STATE OR COUNTRY ZIP CODE	
								Ireland	
2 0 3		FULL NAME OF INVENTOR	FAMILY NAME			GIVEN NAME		MIDDLE NAME	
		RESIDENCE & CITIZENSHIP	CITY			STATE OR FOREIGN COUNTRY		COUNTRY OF CITIZENSHIP	
		POST OFFICE ADDRESS	POST OFFICE			CITY		STATE OR COUNTRY	ZIP CODE
I furth	ner de	ectare that all statements made s and the like so made are puni	herein of my own know shable by fine or impriso	wledge are true and that all state onment or both, under section 10	ement made on intonna 001 of Title 18 of the Un	ntion and belief are believed to be titled States Code; and that such wi	true; and further that these illful false statements may	e statements were made with the jeopardize the validity of the appli	knowledge that willful false cation or any patent issuing
SIGNATURE OF INVENTOR 201 7/1/ SIGNATURE OF INVENTOR 202 SIGNATURE OF INVENTOR 203									
1 (alle) Mala									
DATE 17/9/05 DATE 13/9/2000 DATE									
+ 0	ıddil	tional inventors are named	on separately num	bered sheets attached here	eto. JPH&S 1995	8/95; 3/96; 5/98 (COPYIN	IG WITHOUT DELET	IONS PERMITTED)	